

	C	D	E	F	J	K	L	M	N	O	P	Q
1	EPISCOPAL DIOCESE OF MASSACHUSETTS	2006		2007		2008		Variance				
2	2008 Operating Budget Detail	Unaudited		Approved		Proposed		2008 to 2007				
3		Actual		Budget		Budget		\$	%			
4	INCOME:											
5												
6	UNRESTRICTED											
7												
8	CANONICAL & ADMINISTRATION:											
9	Assessments from Congregations <i>(Includes voluntary assessment contributions.)</i>	5,521,283		5,183,000		5,223,000		40,000	0.8%			
10	Short-term Investment Income	89,301		75,400		90,000		14,600	19.4%			
11	Unrestricted Income from Endowments	397,609		380,800		397,700		16,900	4.4%			
12	<i>For 2008 the agency and trust fund draw rate will range from 3.25% to 5.20%.</i>											
13	General Reserves <i>(In 2007 this covers compensation adjustments under the control of the Bishops.)</i>	-		25,000		-		(25,000)				
14	TOTAL, CANONICAL & ADMINISTRATION	6,008,193		5,664,200		5,710,700		46,500	0.8%			
15												
16	TOTAL, UNRESTRICTED FUNDS	6,008,193		5,664,200		5,710,700		46,500	0.8%			
17												
18	RESTRICTED											
19	<i>Unless otherwise noted, funds listed below are designated to be used for restricted purposes;</i>											
20	<i>for 2006 the actual interest and dividends came in above budget;</i>											
21	<i>for 2007 & 2008 the draw rate of the agency and trust funds will range from 3.25% to 5.20%.</i>											
22												
23	CONGREGATIONAL DEVELOPMENT & SUPPORT:											
24												
25	Congregational Development											
26	Restricted Income from Endowments for Congregational Development	374,607		366,400		388,500		22,100	6.0%			
27	Restricted Income from Endowments for Congregational Development in Bristol County	154,001		102,500		109,400		6,900	6.7%			
28	BDF Funds <i>(Discretionary funds under the control of the Diocesan Bishop.)</i>	-		98,900		100,000		1,100	1.1%			
29	Annual Fund <i>(Funds under the control of the Diocesan Bishop which are earmarked</i>	235,000		311,700		300,000		(11,700)	-3.8%			
30	<i>to support work under Congregational Support & Development.)</i>											
31	Cantonese Congregation <i>(Represents gifts received from the congregation.)</i>	80,941		20,000		80,000		60,000	300.0%			
32		844,549		899,500		977,900		78,400	8.7%			
33	Cathedral Ministry											
34	BDF Funds <i>(Supplemental grant for Cox Fellow from funds under the control of the Diocesan Bishop.)</i>	-		6,100		900		(5,200)	-85.2%			
35	Restricted Income from Endowments for Cathedral Ministry <i>(The Diocese provides a grant to the</i>	67,518		71,700		75,700		4,000	5.6%			
36	<i>Cathedral from these endowment funds to cover the package for the Cox Fellow and</i>											
37	<i>additional funding for the radio ministry.)</i>											
38		67,518		77,800		76,600		(1,200)	-1.5%			
39	Office of the Bishop											
40	Restricted Income from Endowments for the Office of the Bishop	113,006		118,100		125,600		7,500	6.4%			
41	Donation for Bishop's Travel Expenses	7,000		7,000		7,000		-	0.0%			
42	BDF Funds <i>(Partial support for office expenses from funds under the control of the Diocesan Bishop.)</i>	20,000		20,000		20,000		-	0.0%			
43	Restricted Income from Endowments for Retired and Disabled Clergy and their Famili	85,570		83,200		87,800		4,600	5.5%			
44		225,576		228,300		240,400		12,100	5.3%			
45												

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46	Office of Communications											
47	<i>Episcopal Times Advertising Fees</i>	6,705		4,500		6,700		2,200	48.9%			
48		6,705		4,500		6,700		2,200	48.9%			
49												
50	TOTAL, CONGREGATIONAL DEVELOPMENT & SUPPORT	1,144,348		1,210,100		1,301,600		91,500	7.6%			
51												
52	CHRISTIAN FORMATION:											
53												
54	Educational Ministries											
55	Restricted Income from Endowments for Educational Ministries	122,378		128,700		155,900		27,200	21.1%			
56	Youth Ministry Grant <i>(From Church Home Society.)</i>	20,000		-		-		-				
57	BDF Funds <i>(Funds under the control of the Diocesan Bishop to support Youth Ministry Programs.)</i>	30,000		30,000		30,000		-	0.0%			
58	Donations and Fees for Youth on Mission and Youth Leadership Academy	-		31,500		31,500		-	0.0%			
59	Anti-Racism Training	100		-		-		-				
60		172,478		190,200		217,400		27,200	14.3%			
61	Campus & Young Adult Ministries											
62	Restricted Income from Endowments for Campus & Young Adult Ministries	90,999		76,200		80,400		4,200				
63	BDF Fund <i>(To support College Work & Young Adult Ministries.)</i>	-		-		75,000		75,000				
64	College Work & Young Adult Ministries Development Fun	-		-		75,000		75,000				
65		90,999		76,200		230,400		154,200	202.4%			
66	B. C. Harris Center											
67	Camp & Conference Endowment Func <i>(Endowment transferred to the Harris Center in 2007.)</i>	85,500		85,500		-		(85,500)	-100.0%			
68												
69	Commission on Ministry											
70	BDF Funds <i>(Discretionary funds under the control of the Diocesan Bishop.)</i>	-		5,000		15,000		10,000	200.0%			
71												
72	TOTAL, CHRISTIAN FORMATION	348,977		356,900		462,800		105,900	29.7%			
73												
74	MISSION THROUGH PARTNERSHIPS:											
75												
76	Sending/Serving Grants											
77	Restricted Income from Endowments for Sending/Serving Grants	86,412		98,000		100,000		2,000	5.0%			
78	Restricted Income from Endowments for "Women-in-Need" Grants	37,617		39,800		41,900		2,100	5.3%			
79												
80	Other Funds to Support Mission Initiatives											
81	Restricted Income from Endowments for Mission initiatives	21,958		10,850		16,100		5,250	48.4%			
82	Jubilee Fund Congregational Gifts <i>(Supplements the diocesan contribution)</i>	132,754		-		-		-				
83	TOTAL, MISSION THROUGH PARTNERSHIPS	278,741		148,650		158,000		9,350	6.3%			
84												

	C	D	E	F	J	K	L	M	N	O	P	Q
85	CANONICAL MINISTRY--DIOCESAN:											
86												
87	Canonical Ministry											
88	Restricted Income from Endowments for Scholarships for Clergy Dependen	44,216		45,600		48,600		3,000	6.6%			
89												
90	Archives											
91	Restricted Income from Endowments for Archives	18,857		19,700		21,000		1,300	6.6%			
92	Archives Gifts/Parish Historians	335		1,000		1,000		-	0.0%			
93		19,192		20,700		22,000		1,300	6.3%			
94												
95	TOATL, CANONICAL MINISTRY--DIOCESAN	63,408		66,300		70,600		4,300	6.5%			
96												
97	MINISTRY OF ADMINISTRATION:											
98												
99	Facilities											
100	Endowment Income for Maintenance and Capital Needs <i>(This fund supports current & future</i>	35,700		36,600		4,300		(32,300)	-88.3%			
101	<i>maintenance and capital needs for the leased diocesan offices at "138" Tremont Street"; in 2008 the</i>											
102	<i>Diocese has set aside \$450K in "Quasi" Diocesan Endowment for current and future capital needs;</i>											
103	<i>the 2008 budget represents earnings from "Restricted" endowment funds to provide partial</i>											
104	<i>support for the maintenance costs under the Diocesan lease.)</i>											
105	Facilities-use Fee	3,500		1,000		3,500		2,500	250.0%			
106		39,200		37,600		7,800		(29,800)	-79.3%			
107	Development Office											
108	Donation for Development Associate <i>(Will support expansion of the Development Office.)</i>	30,624		49,900		25,000		(24,900)				
109		30,624		49,900		25,000		(24,900)				
110												
111	TOTAL, MINISTRY OF ADMINISTRATION	69,824		87,500		32,800		(54,700)	-62.5%			
112												
113	TOTAL, RESTRICTED FUNDS	1,905,298		1,869,450		2,025,800		156,350	8.4%			
114												
115	TOTAL INCOME	7,913,491		7,533,650		7,736,500		202,850	2.7%			
116												

	C	D	E	F	J	K	L	M	N	O	P	Q
117	EXPENSE:											
118												
119	CONGREGATIONAL DEVELOPMENT & SUPPORT:											
120	<i>Provides direct services and grants for congregational life, including parishes and missions, deployment,</i>											
121	<i>and other support; includes the Office of the Bishop and Office of Communications.</i>											
122												
123	OFFICE OF CONGREGATIONAL DEVELOPMENT											
124	Staff Officer for Urban Congregations & Ministry Development(Salary & benefits.)	109,074		111,200		112,600		1,400	1.3%			
125	Staff Officer for Congregational Development & Deployment(Salary & benefits.)	99,708		105,600		106,500		900	0.9%			
126	Administrative Assistant for Congregational Development(Salary & benefits; 2008 represents	61,901		56,400		74,600		18,200	32.3%			
127	<i>a 5-day work week.)</i>											
128	Office & Travel--Congregational Development	21,348		26,000		26,000		-	0.0%			
129	Program Expense--Congregational Development	3,774		5,000		5,000		-	0.0%			
130	Training for Congregational Development(In 2007 a new budget line supported by the Coburn Fund.)	-		10,000		10,000		-				
131	Deanery Expenses <i>Deanships, deanery administration, and related expenses.)</i>	58,015		61,900		61,900		-	0.0%			
132	Clergy Grants for Sabbaticals and Continuing Education Grants	32,955		33,100		33,900		800	2.4%			
133	Fresh Start Initiative (Funding for support group for clergy on new assignments.)	2,846		2,500		2,500		-	0.0%			
134	Pastoral Outreach and Support (For the welfare and support of priests and their families.)	-		10,000		10,000		-	0.0%			
135	Clergy Family Network (For clergy family activities.)	4,157		6,000		6,000		-	0.0%			
136		393,778		427,700		449,000		21,300	5.0%			
137	Special Ministries											
138	Deaf Ministry											
139	Vicar salary (Salary and benefits.)	29,030		34,300		35,600		1,300	3.8%			
140	Program	12,293		-		-		-				
141		41,323		34,300		35,600		1,300	3.8%			
142	Strategic Ministries											
143	Cantonese Ministry											
144	Canon's salary (Salary and benefits; 2006 reflects a change to health insurance coverage.)	87,396		86,300		87,700		1,400	1.6%			
145	Program (Gifts received from the congregation support this budget line.)	89,015		20,000		80,000		60,000	300.0%			
146	Grant for Asian American Ministry (This is a 5-year matching grant in collaboration with St.	20,000		20,000		20,000		-	0.0%			
147	<i>Chrysostom, Wollaston; 2008 represents the 3rd year.)</i>											
148	Hispanic Ministries (In 2006 this line supported Hispanic Ministries: San Lucas', Chelsea; San Juan,	120,418		18,000		18,000		-	0.0%			
149	<i>Hyde Park; and Grace, Lawrence; from 2007 ministries will be funded through individual budget</i>											
150	<i>lines to cover compensation; the 2007 and 2008 budget lines are for additional Hispanic initiatives.)</i>											
151	Support for "Mission" Congregations (2006 line provided grants to congregations functioning as a	69,406		-		-		-				
152	<i>mission: St. Paul's, Brockton and St. Luke's/San Lucas', Chelsea; from 2007 the individual budget</i>											
153	<i>lines are reflected below.)</i>											
154	St. Stephen's, Boston(Vicar salary and benefits.)	89,492		89,500		90,900		1,400	1.6%			
155	St. Luke's/San Lucas', Chelsea (Grant provides partial support of a "full-time" Vicar.)	-		51,000		51,000		-				
156	Christ Church/San Juan, Hyde Park (Grant provides partial support of a "3/4" time Priest-in-Charge.)	-		40,000		40,000		-				
157	Hyde Park Seminarian	-		7,200		7,200		-	0.0%			
158	Grace Church, Lawrence (Grant provides partial support of a "full-time" Priest-in-Charge.)	6,710		21,000		21,000		-				
159	St. Paul's, Brockton (Grant provides partial support of a "full-time" Interim Vicar.)	-		60,000		60,000		-				
160	Grant for Urban Resident	65,000		70,000		70,000		-	0.0%			
161	Congregational Development Grants(Funding from Bishop's Annual Fund and AIM Fund for Strategic	330,488		370,000		370,000		-	0.0%			
162	<i>Parish Ministries; a portion of this line is reserved to support new models for revitalization.)</i>											
163	Congregational Development Grants: Bristol County(Several restricted funds support this budget line.)	154,000		102,500		109,400		6,900	6.7%			
164	Consulting Grants for Congregations (For congregations in transition, including urban ministry settings.)	11,593		25,000		25,000		-	0.0%			
165	Percept and Church Reports (Provides demographic & statistical information for congregations.)	10,350		10,000		10,000		-	0.0%			

	C	D	E	F	J	K	L	M	N	O	P	Q
166	Property Committee Maintenance Grants	4,290		5,000		5,000		-	0.0%			
167	Stewardship <i>(In 2008 support for these costs will come under "Training in Mission.")</i>	3,710		3,000		-		(3,000)	-100.0%			
168		1,061,868		998,500		1,065,200		66,700	6.7%			
169	Cathedral Ministry											
170	Grants to the Cathedral Church of St. Paul <i>(Supplements Cathedral support for Radio broadcast on Sunday mornings and compensation for the Cox Fellow.)</i>	72,200		81,000		79,800		(1,200)	-1.5%			
171												
172		72,200		81,000		79,800		(1,200)	-1.5%			
173												
174	Total, Congregational Development	1,569,169		1,541,500		1,629,600		88,100	5.7%			
175												
176	OFFICE OF THE BISHOP											
177	Diocesan Bishop (Shaw) <i>(Salary & benefits.)</i>	195,212		194,400		194,800		400	0.2%			
178	Administrative Assistant <i>(Salary & benefits.)</i>	66,905		67,100		67,500		400	0.6%			
179	Diocesan Bishop Expenses (Shaw) <i>(Office, auto, travel, and Episcopal expenses; beginning in 2007 this line reflects the full costs which in 2006 was supplemented by off-line funds.)</i>	52,593		69,000		69,000		-	0.0%			
180												
181		314,710		330,500		331,300		800	0.2%			
182	Bishop Suffragan (Cederholm) <i>(Salary & benefits.)</i>	163,403		164,000		164,900		900	0.5%			
183	Executive Assistant & Office Manager (Cederholm) <i>(Salary & benefits.)</i>	45,480		62,200		71,000		8,800	14.1%			
184	Bishop Suffragan (G. Harris) <i>(Salary & benefits.)</i>	145,335		146,700		147,200		500	0.3%			
185	Executive Assistant (Harris) <i>(Salary & benefits.)</i>	63,963		64,000		64,900		900	1.4%			
186	Bishop Suffragan Expenses (Cederholm) <i>(Office, auto, travel, and Episcopal expenses.)</i>	31,602		33,000		33,000		-	0.0%			
187	Bishop Suffragan Expenses (Harris) <i>(Office, auto, travel, and Episcopal expenses.)</i>	34,255		33,000		33,000		-	0.0%			
188	Benefit & Pension Support for Retired & Aged Clergy and Widows, Widowers and Orphans <i>(Support provided by the AIM, Leeds and unrestricted funds.)</i>	90,025		92,200		92,200		-	0.0%			
189												
190		574,063		595,100		606,200		11,100	1.9%			
191	Assisting Bishops	6,906		5,000		5,000		-	0.0%			
192	Travel/Office/Assisting Bishops	1,239		1,500		1,500		-	0.0%			
193		8,145		6,500		6,500		-	0.0%			
194												
195	Total, Office of the Bishop	896,918		932,100		944,000		11,900	1.3%			
196												

	C	D	E	F	J	K	L	M	N	O	P	Q
197	OFFICE OF COMMUNICATIONS AND PUBLIC ADVOCACY											
198												
199	Director of Communications (<i>Salary & benefits.</i>)	115,718		115,500		116,400		900	0.8%			
200	Electronic Media Manager (<i>Salary & benefits.</i>)	55,514		61,300		83,300		22,000	35.9%			
201	Electronic Media Management (<i>Includes website maintenance and server hosting costs.</i>)	2,399		12,000		12,000		-	0.0%			
202	Editorial Assistance (<i>Now bundled under "Marketing & Design" budget line below.</i>)	40		-		-		-				
203	Office of Communication Expenses (<i>Office supplies, copying, travel, etc.</i>)	13,770		12,000		12,000		-	0.0%			
204	Marketing & Design (<i>For outreach communicaitons projects, i.e. publications, ads, and video.</i>)	37,730		42,000		42,000		-	0.0%			
205		225,171		242,800		265,700		22,900	9.4%			
206	<u>Episcopal Times/FYI/Communications</u>											
207	Associate Director of Communications/Times Editor (<i>Salary and benefits.</i>)	82,342		83,000		83,400		400	0.5%			
208												
209	<i>Episcopal Times Costs (Production, mailing, and list maintenance.)</i>	98,330		104,000		112,000		8,000	7.7%			
210	Editorial, Office, Travel, and Conference Expenses	12,709		12,600		12,600		-	0.0%			
211	FYI Newsletter/Productior	13,372		15,000		15,000		-	0.0%			
212		206,753		214,600		223,000		8,400	3.9%			
213												
214	Total, Office of Communications	431,924		457,400		488,700		31,300	6.8%			
215												
216	<u>Public Advocacy</u>											
217	Grant to Episcopal City Mission (<i>Burgess Urban Fund & Public Policy Initiatives.</i>)	89,750		90,000		90,000		-	0.0%			
218	Other Public Policy Initiatives and Outreach (<i>From 2007 initiatives will be encouraged through</i>	3,168		-		-		-				
219	<i>partnership grants with congregations.</i>)											
220	Total, Public Advocacy	92,918		90,000		90,000		-	0.0%			
221												
222	Total, Office of Communications and Public Advocac	524,842		547,400		578,700		31,300	5.7%			
223												
224	TOTAL, CONGREGATIONAL DEVELOPMENT & SUPPORT	2,990,929		3,021,000		3,152,300		131,300	4.3%			
225												

	C	D	E	F	J	K	L	M	N	O	P	Q
226	CHRISTIAN FORMATION:											
227	<i>Provides support for formation and educational activities for youth and adult ministries, college work</i>											
228	<i>chaplaincies, and congregational life & outreach.</i>											
229												
230	EDUCATIONAL MINISTRIES											
231	Director of Educational Ministries/Chief Operating Officer <i>(Position includes oversight of diocesan</i>	131,870		133,900		134,800		900	0.7%			
232	<i>operations as well as educational ministries; includes salary & benefits).</i>											
233	Coordinator--Training & Education Events <i>(Coordinates "Be Safe" & Anti-Racism training, produces</i>	60,901		61,000		-		(61,000)	-100.0%			
234	<i>the Learning Events Catalogue, and assists with other learning events; includes salary & benefits;</i>											
235	<i>position merged with the Resource Center Manager in 2008.)</i>											
236	Resource Center Manager <i>(Salary & benefits; see lines above.)</i>	60,186		60,100		60,100		-	0.0%			
237	Training & Education Events coordination <i>(Supplements the work of the Resource Center.)</i>	-		-		10,000		10,000				
238	Coordinator for Youth Ministry <i>(Salary & benefits.)</i>	111,211		110,100		118,500		8,400	7.6%			
239	Assistant Youth Minister <i>(This position was eliminated during FY2006.)</i>	71,457		-		-		-				
240	Youth Ministry Support <i>(Provides part-time youth ministry support.)</i>	-		25,375		25,000		(375)				
241	Office and Travel--Educational Ministries	3,493		14,000		12,000		(2,000)	-14.3%			
242	Resource Center Expenses	4,700		4,000		4,000		-	0.0%			
243	Program Expenses--Educational Ministries <i>(Includes funding for various programs,</i>	16,929		24,000		22,000		(2,000)	-8.3%			
244	<i>e.g. Catechesis of the Good Shepherd, Godly Play, Happening.)</i>											
245	Learning Events Catalogue <i>(Becomes an online document in 2008.)</i>	11,028		12,000		-		(12,000)	-100.0%			
246	Training for Mission <i>(Supports the work of Mission Strategy, i.e. Stewardship & Evangelism.)</i>	54,536		46,100		46,100		-	0.0%			
247	Ministry of the Laity Training Grants <i>(Continuing education and training for laity</i>	3,408		3,000		3,000		-	0.0%			
248	<i>specific to their ecclesial ministries.)</i>											
249	EFM Program <i>(Education for Ministry is a 4-year program of study for lay people)</i>	3,683		3,500		3,500		-	0.0%			
250	Deanery Confirmation Expenses	5,511		8,000		8,000		-	0.0%			
251	Youth Ministry Expenses <i>(Travel and office expenses.)</i>	11,244		7,000		7,000		-				
252	Youth Ministry Programs <i>(Retreats, rallies, Diocesan Youth Council, etc.)</i>	58,125		40,000		40,000		-				
253	Youth on Mission Program	40,239		30,000		30,000		-	0.0%			
254	Youth Leadership Academy	13,645		8,000		8,000		-	0.0%			
255	Episcopal Youth Event <i>(A youth event held once every three years.)</i>	-		2,000		2,000		-	0.0%			
256	Seeing the Face of God in Each Other	1,863		6,000		6,000		-	0.0%			
257	Safe Church Training	440		4,500		4,500		-	0.0%			
258												
259	Total, Educational Ministries:	664,469		602,575		544,500		(58,075)	-9.6%			
260												
261	Less Grant from B. C. Harris Center <i>(Covers cost for Coord. for Youth Ministry's summer</i>											
262	<i>responsibilities at the Harris Center during the camp program.)</i>	(16,800)		(16,800)		(16,800)		-	0.0%			
263												
264	Adjusted Total, Educational Ministries	647,669		585,775		527,700		(58,075)	-9.9%			
265												
266	B. C. HARRIS CENTER											
267	Grant to B. C. Harris Camp & Conference Center <i>(Endowment transferred to Harris Center in 2007.)</i>	85,500		85,500		-		(85,500)	-100.0%			
268												
269	Total, B. C. Harris Center	85,500		85,500		-		(85,500)	-100.0%			
270												

	C	D	E	F	J	K	L	M	N	O	P	Q
271	CAMPUS & YOUNG ADULT MINISTRIES											
272	College Work & Young Adult Ministries(Support for new initiatives for 2008.)	-		-		150,000		150,000				
273	Campus Ministry Development/Boston College & Northeastern University(In 2008 this line will cover	81,400		71,800		-		(71,800)	-100.0%			
274	a full-time college chaplain shared between Boston College & Northeastern University; see below.)											
275	Northeastern University/Boston College(Salary & benefits; see above.)	-		-		71,800		71,800				
276	Program	-		6,000		6,000		-				
277	Boston University (Salary & benefits, but not the value of diocesan provided housing.)	77,216		71,100		87,900		16,800	23.6%			
278	Program	4,559		6,000		6,000		-	0.0%			
279	MIT (Salary & benefits.)	97,115		103,700		105,100		1,400	1.4%			
280	Program	4,526		6,000		6,000		-	0.0%			
281	Support staff	3,600		3,900		3,900		-	0.0%			
282	UMass South Dartmouth (This position was discontinued in 2006.)	18,437		-		-		-				
283	Program	412		-		-		-				
284	Framingham State College (Part-time chaplain.)	-		36,800		35,700		(1,100)				
285	Program	-		3,000		3,000		-				
286	Mission trip for College Students (To supplement expenses for an annual mission trip.)	-		5,000		5,000		-				
287	Higher Education Committee	657		800		800		-	0.0%			
288	Micah Project (A 9-month program combining an urban ministry experience with	40,684		55,500		55,500		-	0.0%			
289	the opportunity for vocational discernment for recent college graduates.)											
290	Campus Ministry Center (House at 40 Prescott Street, Brookline; home of BU Chaplain & Micah interns.)	14,000		14,000		14,000		-	0.0%			
291	Campus Ministry Center--Maintenance Reserv	2,000		2,000		2,000		-	0.0%			
292	Total, College Work	344,606		385,600		552,700		167,100	43.3%			
293												
294	COMMISSION ON MINISTRY											
295	Commission Program (Annual postulants' and candidates' retreat, COM interview weekend, canonically	52,237		31,000		31,000		-	0.0%			
296	required psychological assessments, ordination handbook, ordination reception, and other related											
297	expenses; 2007 & 2008 budgets reflect expense reductions; Bishop Shaw has set aside											
298	contingency funds under his control if needed for 2007 and 2008.)											
299	Education and Training (For postulants & candidates, i.e. language training, mission trips, etc.)	2,277		3,000		3,000		-	0.0%			
300	Diaconate Program (Monthly weekend residential learning program expenses.)	10,571		13,000		13,000		-	0.0%			
301	Conference: "Am I Called?"(Recruitment and discernment conference for people of color; next	-		5,000		5,000		-				
302	conference in 2008; 2007 budget reflects annual reserve.)											
303	Office and Travel Expenses	-		4,000		4,000		-	0.0%			
304	Program & Administrative Support (Transition of responsibilities from Canon to the Ordinary's office.)	95,934		-		-		-				
305	Staff Officer for Ordained Vocations (Salary & benefits.)	-		88,200		88,700		500	0.6%			
306	Staff secretarial support (Part-time.)	-		5,000		5,000		-				
307	Total, Commission on Ministry	161,019		149,200		149,700		500	0.3%			
308												
309	TOTAL, CHRISTIAN FORMATION	1,238,794		1,206,075		1,230,100		24,025	2.0%			
310												

	C	D	E	F	J	K	L	M	N	O	P	Q
311	OUTREACH AND WITNESS:											
312	<i>Includes the work of Sending/Serving Grants, Wider Mission, Social Ministry &</i>											
313	<i>Public Policy, and The Episcopal Church Assessment.</i>											
314												
315	THE EPISCOPAL CHURCH ASSESSMENT	1,133,000		1,167,800		1,198,700		30,900	2.6%			
316												
317	MISSION THROUGH PARTNERSHIPS											
318												
319	Sending/Serving Grants:											
320	Grants to Congregations (<i>A "fund acting as endowment" provides support for this line.</i>)	86,989		108,700		110,000		1,300	1.2%			
321	Congregational Grants for Women-in-Need (<i>Several restricted funds support this budget line.</i>)	36,227		39,800		41,900		2,100	5.3%			
322		123,216		148,500		151,900		3,400	2.3%			
323	Global, Domestic, and Local Partnerships											
324	<i>Supports outreach ministry throughout the nation and the world and the work</i>											
325	<i>of interfaith efforts in Massachusetts.</i>											
326												
327	<u>National & World Mission</u>											
328	UTO/American Indians/CHS	3,985		2,100		2,200		100	4.8%			
329	MSASA Scholarship Program (<i>Funded from an Endowment.</i>)	19,913		8,700		13,800		5,100	58.6%			
330	Jubilee Fund Grants (<i>Funds health care work training in Anglican Diocese of Kilimanjaro through</i>	182,936		52,200		53,800		1,600	3.1%			
331	<i>Pathfinder International; provides orphan education in Ugandan Diocese of South Rwenzori;</i>											
332	<i>supports feeding program in Kenyan Diocese of North Maseno; and assists other projects to address</i>											
333	<i>AIDS in Africa; this budget line includes a contribution of 0.7% from budgeted operating expenses.)</i>											
334	Jubilee Fund Committee	1,768		850		850		-	0.0%			
335	Mission Trips to Support Global Partnerships	-		5,000		12,000		7,000				
336	Volunteers for Mission <i>In 2008 this budget line will be subsumed under the budget line above,</i>	15,063		17,000		-		(17,000)	-100.0%			
337	<i>"Mission Trips to Support Global Partnerships".)</i>											
338	Companionship with Brazil (<i>Future initiatives will be supported by the Diocesan Bishop funds.</i>)	13,480		-		-		-				
339	Episcopal Partners in Global Mission	250		250		250		-	0.0%			
340	Episcopal Relief & Development	-		425		400		(25)	-5.9%			
341	Refugee Immigration Ministries (<i>Future initiatives to be funded through partnership grants.</i>)	1,000		-		-		-				
342	Travel/Meetings/Conference:	1,494		-		-		-				
343		239,889		86,525		83,300		(3,225)	-3.7%			
344	<u>Ecumenical & Interreligious</u>											
345	Ecumenical Committee	1,200		800		800		-	0.0%			
346	Massachusetts Council of Churches	50,000		50,000		50,000		-	0.0%			
347		51,200		50,800		50,800		-	0.0%			
348												
349	Total, Mission through Partnerships	414,305		285,825		286,000		175	0.1%			
350												
351	TOTAL, OUTREACH AND WITNESS	1,547,305		1,453,625		1,484,700		31,075	2.1%			
352												

	C	D	E	F	J	K	L	M	N	O	P	Q
353	CANONICAL MINISTRY:											
354	<i>Supports the work specifically tied to the canonical structure of the diocese.</i>											
355												
356	GENERAL CONVENTION & PROVINCE I											
357	General Convention 2009 <i>(Annual reserve; 2007 & 2008 represents best projection for 2009.)</i>	18,753		15,000		15,000		-	0.0%			
358	Province I Assessment	13,500		13,500		13,500		-	0.0%			
359	Province I Synod	-		500		500		-	0.0%			
360	Total, General Convention and Province I	32,253		29,000		29,000		0	0.0%			
361												
362	OFFICE FOR CANONICAL MINISTRY--DIOCESAN											
363	Convention/Council Administrator <i>(Salary & benefits.)</i>	51,221		61,300		66,300		5,000	8.2%			
364	Council <i>(Materials for monthly meetings & annual retreat.)</i>	8,574		10,000		10,000		-	0.0%			
365	Office & Travel Expenses	2,592		-		-		-				
366	Convention <i>(Space rental, audio and visual costs; copying & mailing; Coburn Fund supplements funding.)</i>	41,374		32,000		32,000		-	0.0%			
367	Journals and Diocesan Directory	10,312		11,000		11,000		-	0.0%			
368	Standing Committee <i>(Materials and other costs for monthly meetings.)</i>	2,383		3,000		3,000		-	0.0%			
369	Scholarship Assistance for Clergy Dependents <i>(Funding provided by Restricted Endowment.)</i>	39,300		45,600		48,600		3,000	6.6%			
370	Total, Office for Canonical Ministry--Diocesan	155,756		162,900		170,900		8,000	4.9%			
371												
372	ARCHIVES											
373	<i>Several "restricted" funds provide partial support for the Archives Office.</i>											
374												
375	Archivist <i>(Salary & benefits; "3/5" FTE.)</i>	34,361		36,200		36,200		-	0.0%			
376	Archival Expense/Preservation <i>(Archival supplies, professional conference, & travel.)</i>	6,992		4,500		4,500		-	0.0%			
377	Parish Historians	1,563		2,700		2,700		-	0.0%			
378	Total, Archives	42,916		43,400		43,400		-	0.0%			
379												
380	TOTAL, CANONICAL MINISTRY	230,925		235,300		243,300		8,000	3.4%			
381												

	C	D	E	F	J	K	L	M	N	O	P	Q
382	MINISTRY OF ADMINISTRATION & DEVELOPMENT:											
383												
384	TREASURER'S OFFICE											
385	<i>Provides financial services for the diocesan offices, which include affiliated diocesan organizations, and</i>											
386	<i>consultation on financial matters for congregations; funds to support this ministry supplemented by the</i>											
387	<i>Trustees of Donations, the Cathedral Church of St. Paul, and the Mass Church Agency.</i>											
388												
389	Assistant Treasurer/CFO (Salary & benefits.)	114,716		115,500		122,700		7,200	6.2%			
390	Controller (Salary & benefits.)	108,898		109,400		110,300		900	0.8%			
391	Assistant Controller (Salary & benefits.)	98,444		98,900		100,300		1,400	1.4%			
392	Accountant (Salary & benefits.)	66,098		63,100		63,500		400	0.6%			
393	Accountant (Salary & benefits.)	60,506		73,100		75,700		2,600	3.6%			
394	Payroll & Insurance Coordinator (Salary & benefits.)	55,342		58,500		58,500		-	0.0%			
395	Treasurer's Office Expenses (2006 represents increasing copying & postage costs reflecting more	38,542		22,000		29,600		7,600	34.5%			
396	<i>consistent ongoing communication with our congregations.)</i>											
397	Treasurer's Office Support (Ministry of Administration Study additional costs.)	13,898		-		-		-				
398	Audit Expense	73,935		71,500		71,500		-	0.0%			
399	Total, Treasurer's Office	630,379		612,000		632,100		20,100	3.3%			
400												
401	OFFICE OF ADMINISTRATION											
402	<i>Provides for human resources assistance for the diocesan offices, which include affiliated diocesan</i>											
403	<i>organizations, and consultation on human resources for congregations.</i>											
404	Director of Human Resources & Administrative Services(Position restructured in 2007 to part-time.)	109,066		109,900		-		(109,900)	-100.0%			
405	Human Resources Manager(Part-time.)	-		-		30,000		30,000				
406	Office Assistant (Salary & benefits.)	49,241		48,500		49,900		1,400	2.9%			
407	Office Expense	12,476		10,000		5,000		(5,000)	-50.0%			
408	Professional Services Expense	109,270		55,000		55,000		-	0.0%			
409	Commercial Insurance (Property, liability, Director's & Officers, and Workers' Compensation; reduction	97,171		75,000		75,000		-	0.0%			
410	<i>in premiums in 2007 & 2008.)</i>											
411	Total, Office of Administration	377,224		298,400		214,900		(83,500)	-28.0%			
412												
413	Subtotal	1,007,603		910,400		847,000		(63,400)	-7.0%			
414												
415	Income from Diocesan Related Entities (Supports the Treasurer's and Administration Offices.)											
416												
417	Cathedral Allocation	(35,000)		(35,000)		(35,000)		-	0.0%			
418	Fees from Mass Church Agency(Group health & life insurance.)	(94,500)		(100,000)		(100,000)		-	0.0%			
419	Trustees of Donations Allocation	(78,300)		(68,300)		(69,300)		(1,000)	1.5%			
420	Stokes Loan Fund Allocatio	(30,000)		(20,000)		(20,000)		-	0.0%			
421		(237,800)		(223,300)		(224,300)		(1,000)	0.4%			
422												
423	Adjusted Total, Treasurer's & Administration Offices	769,803		687,100		622,700		(64,400)	-9.4%			
424												

	C	D	E	F	J	K	L	M	N	O	P	Q
425	FACILITIES											
426	Office Expenses (<i>Equipment maintenance and leases, telephone usage charges, & dept. offset.</i>)	35,739		51,000		39,000		(12,000)	-23.5%			
427	Facilities Capital Reserve (<i>2006 & 2007 provided a reserve for current & future capital needs; in 2008 we earmarked funds from the "quasi" endowment fund to cover capital needs.</i>)	35,700		36,600		-		(36,600)	-100.0%			
428												
429												
430	Diocesan Lease Payment (<i>Diocesan lease of Cathedral space at "138 Tremont".</i>)	389,782		350,000		365,000		15,000	4.3%			
431	Total, Facilities	461,221		437,600		404,000		(33,600)	-7.7%			
432												
433	TECHNOLOGY SUPPORT											
434	Computer Systems Coordinator (<i>Position reconfigured in 2005; see below.</i>)	(1,388)		-		-		-				
435	Database Administrator & Technology Support Coordinator (<i>Salary & benefits.</i>)	81,844		82,100		83,000		900	1.1%			
436	Consulting (<i>Technical assistance as needed.</i>)	52,000		47,000		47,000		-	0.0%			
437	Database Management (<i>Programming, training, and database software upgrades.</i>)	8,510		11,700		11,700		-	0.0%			
438	Miscellaneous	917		-		-		-				
439	Computer Related Expenses (<i>Lease and maintenance support extensions.</i>)	40,000		33,000		33,000		-	0.0%			
440	Total, Technology Support	181,883		173,800		174,700		900	0.5%			
441												
442	Total, Ministry of Administration	1,412,907		1,298,500		1,201,400		(97,100)	-7.5%			
443												
444	DEVELOPMENT OFFICE											
445	Director of Development (<i>Salary & benefits.</i>)	110,634		113,900		113,900		-	0.0%			
446	Associate Director (<i>Salary & benefits; supplemental support through 2008 from a Restricted Fund.</i>)	57,424		60,900		61,400		500				
447	Development Assistant (<i>Half-time position; includes salary & benefits.</i>)	27,558		22,000		25,800		3,800	17.3%			
448	Office, Travel & Publications expenses (<i>Includes maintenance of development database software.</i>)	3,827		12,000		13,000		1,000	8.3%			
449	Planned Giving	60		10,000		8,000		(2,000)	-20.0%			
450	Professional Development	438		600		600		-	0.0%			
451	Donor Relations	10,513		1,000		1,000		-	0.0%			
452	Development Council	712		750		1,000		250	33.3%			
453	Cultivation and Stewardship Events (<i>Five events, including Annual Bishops' Spring gathering.</i>)	-		9,000		15,000		6,000	66.7%			
454	Annual Fund (<i>Moving to a thrice-yearly mailing.</i>)	42,250		32,000		40,000		8,000	25.0%			
455	Total, Development Office	253,416		262,150		279,700		17,550	6.7%			
456												
457	TOTAL, MINISTRY OF ADMINISTRATION & DEVELOPMENT	1,666,323		1,560,650		1,481,100		(79,550)	-5.1%			
458												

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459	OPERATING CONTINGENCIES AND RESERVES:											
460	Benefit Contingency <i>(Reflects anticipated increase to health insurance premiums for 2008.)</i>	-		22,000		25,000		3,000	13.6%			
461	Assessment Loss Allowance	200,000		-		-		-				
462	Compensation Contingency <i>(2007 reflects adjustments at the discretion of our Bishops; 2008 reflects a</i>	-		35,000		120,000		85,000	242.9%			
463	<i>4% COLA adjustment.)</i>											
464	TOTAL, CONTINGENCIES AND RESERVES	200,000		57,000		145,000		88,000	486.3%			
465												
466	TOTAL EXPENSES	7,874,276		7,533,650		7,736,500		202,850	2.7%			
467												
468	SURPLUS (DEFICIT)	39,215		-		-		-				
469												
470												
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